

Business Voice

LAS VEGAS METRO CHAMBER OF COMMERCE

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| JULY 2016

THE BIG ISSUES ISSUE

Federal Policies Affecting Nevada's Business Community





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The Metro Chamber Goes to Washington

KRISTIN MCMILLAN
PRESIDENT & CEO

The Metro Chamber just returned from its annual trip to Washington, D.C. This year, we took our largest delegation yet, and truly our most diverse. Accompanying the Metro Chamber team were members of our Chamber business community and local elected officials, as well as representatives of government agencies and other chambers of commerce – ranging from Southern Nevada to Reno. And, our agenda was as “across the board” as our attendees.

In Washington, we spoke about significant issues that matter for our state and region such as Interstate-11 funding, tourism and visas, securing water resources and infrastructure for the future, and homeland security funding. We championed the business community on regulatory issues that could negatively impact employers, like the new U.S. Department of Labor overtime rules and the burden they will place on businesses, governments and non-profits. And, we delved into issues that have a ripple effect across our state, such as securing additional federal grant dollars for necessary economic infrastructure and workforce training. These are big issues for our community and state, and we were proud to represent you in Washington, D.C.

We engaged not only Nevada’s Congressional delegation but also Congressional leadership from other states, particularly those who chair committees where there are issues of importance to us in Nevada. We also met with nationally renowned public policy organizations like the Brookings Institution, Pew Charitable Trusts, the American Gaming Association and the American Enterprise Institute. We focused, as a top priority, on funding the Las Vegas to Phoenix portion

of Interstate-11, one of Southern Nevada’s biggest economic development opportunities – and co-hosted a reception of the Congressional Interstate-11 Caucus, with over 100 attendees representing all parts of our state and Arizona. The event featured Caucus co-chairs, U.S. Representatives Dina Titus (NV) and Paul Gosar (AZ), and was attended by Congressman Bill Shuster (PA), the Chairman of the U.S. House Committee on Transportation and Infrastructure, one of the largest committees in Congress.

We also showed Washington a bit of Vegas with our annual Las Vegas Night Reception. Held inside the Capitol complex, we welcomed more than 500 Congressional representatives from all over the country, staff members, members of the Nevada State Society, UNLV alumni residing in the D.C. metro area, representatives of agencies, public policy organizations, and trade associations, and other stakeholders in Southern Nevada’s federal agenda. It was a celebratory evening that marked the Metro Chamber’s presence in our nation’s capital.

This month, we are highlighting some of these key issues for the business community in this month’s *Business Voice*. We’re calling it “The Big Issues Issue,” and you can see how the Metro Chamber is standing up for your business every day, and how we are pressing at every level for change that will further our state’s economic growth and assist employers and entrepreneurs every day. Let us know if you have any questions or want to know how to get more involved on these issues. They matter to our business community and to the future of our region. We want to hear from you.

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VOLUME 37 NUMBER 7

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The *Business Voice* is a member newsletter of the Las Vegas Metro Chamber of Commerce. The Las Vegas Metro Chamber of Commerce welcomes input, ideas and suggestions from our members. As with any periodical, we must adhere to strict deadlines and we reserve the right to edit all materials submitted for publication. Commentaries that are marked as such do not necessarily reflect the opinion or position of the Chamber, its trustees or employees. The Chamber cannot guarantee the validity or accuracy of the contents of paid advertisements. Questions or concerns about content of the *Business Voice* can be addressed to Vice President of Marketing, Las Vegas Metro Chamber of Commerce, 575 Symphony Park Avenue, Suite 100, Las Vegas, NV 89106.

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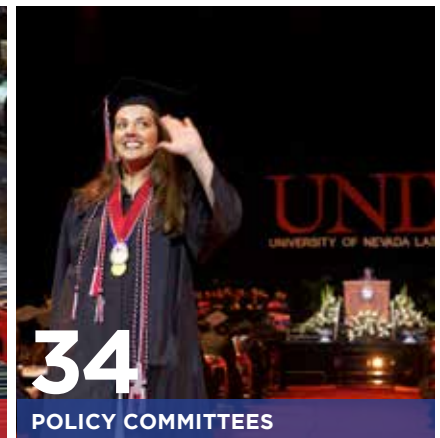
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THE BIG ISSUES ISSUE

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FEDERAL POLICIES AFFECTING NEVADA'S BUSINESS COMMUNITY



Chamber News



U.S. Senator Dean Heller to Address Members

U.S. Senator Dean Heller will address Metro Chamber members about important federal issues impacting the business community at a Business Power Luncheon on August 18, at the Four Seasons Las Vegas. Senator Heller currently serves on the Finance Committee, Banking, Housing and Urban Affairs Committee, Veterans' Affairs Committee, Commerce, Science and Transportation Committee, and the Special Committee on Aging. Seats are \$50 for Chamber members, \$65 for non-members, and \$500 for a table of ten. Register at LVChamber.com.

Congressman Amodei Speaks At Eggs & Issues

U.S. Congressman Mark Amodei, representing Nevada's Second District, will address Metro Chamber members about important federal issues before Congress that impact the Southern Nevada business environment. Congressman Amodei currently serves on the House Appropriations Committee, and the Interior, Environment and Related Agencies Subcommittee, Financial Services and General Government Subcommittee, and the Legislative Branch Subcommittee, in addition to the Army Caucus, Congressional Joint Strike Fighter Caucus, USO Caucus, and Veterans Job Caucus. The breakfast will be held Tuesday, July 26, at Vdara Hotel & Spa. Valet parking is available for a fee at Vdara, or the parking garage adjacent to Bellagio and Aria can be utilized at no charge to anyone with a Nevada driver's license. For more information or to register, visit LVChamber.com.

Cyber Security Threats, Trends, and Your Business: Don't Miss This Business Power Breakfast!

Black Hat, the world's most technical and relevant global information security event, is coming to Las Vegas at the end of July, and the Metro Chamber has assembled a panel of global experts to address members about current threats to IT systems, trends in cyber security risks, and how to mitigate them. Panelists will also speak about some of the big trends in data security breaches worldwide, and how the landscape of information technology and security is changing. The breakfast will be held Friday, July 29, from 7:30 - 9:00 a.m. at the Four Seasons Las Vegas. Seats are \$50 for Metro Chamber members, \$65 for non-members, and \$500 for a table of ten, which includes two passes to a meet-and-greet immediately following the breakfast. Register online at LVChamber.com or by calling 702.641.5822.

Recognize an Outstanding Business for a BizE Award

The Metro Chamber and Nevada State Bank are looking for the best businesses in Las Vegas and want you to nominate your business or another great business for a Business Excellence Award. These awards recognize businesses in the Valley that go above and beyond by blazing trails and creating groundbreaking ideas that positively shape our community. Nominating is easy: simply tell us why your company or the company you are nominating is excellent. Share your company's culture, a story of philanthropy, or how you've engaged in a new technology or innovation for your opportunity to win a special prize package and recognition at the annual Business Excellence Awards Luncheon in October. Nominations close July 29, so be sure to get yours in before the deadline. To nominate a business, visit LVChamber.com.



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Large Vision Business Network Mixer

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News You Need



U.S. Department of Homeland Security Active Shooter Preparedness Resources

The U.S. Department of Homeland Security has assembled several tools and resources for small business owners to get businesses prepared in the event of a workplace violence or active shooter incident. The department offers a one-hour online introductory course, as well as a workshop series and online resources like booklets, pocket guides, and training for employees on responding to such a situation. For more information or to access these resources, visit dhs.gov/activeshooter.

SBA Highlights Ways Small Businesses Can Prep for the Summer Season

While some seasonal businesses hit primetime during the summer, many others see a major slow-down as clients and customers go on vacation. The U.S. Small Business Administration (SBA) recognizes this slow down and is giving small businesses more information on making the most of the summer months. The SBA recommends taking advantage of the free time by conducting a summer audit, researching options on liability insurance, and networking in person with contacts, colleagues and prospects. For more information on making the most of the summer slowdown, visit sba.gov.

IRS Launches Rigorous E-Authentications Process

With the assistance of top digital experts at U.S. Digital Service and other security authorities, the Internal Revenue Service launched a more rigorous e-authentication process for taxpayers that will significantly increase protection against identity thieves impersonating taxpayers to access tax return information through the IRS Get Transcript online service. This enhanced authentication process will also provide a foundation for additional IRS self-help services in the future. Transcript Online is now available for all users to access a copy of their tax transcripts and similar documents that summarize important tax return information. For more information, visit irs.gov.

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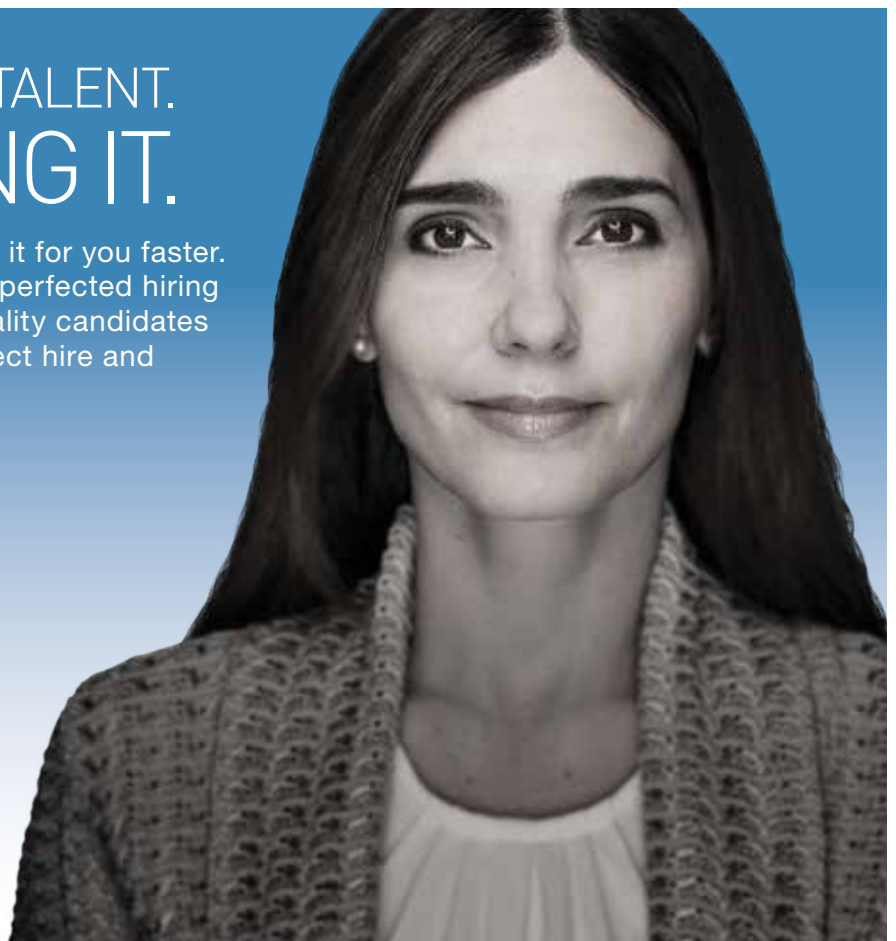
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B

usiness Expo 2016 welcomed more than 160 exhibitor booths and nearly 1,800 attendees throughout the day for an afternoon of seeing the latest in the Las Vegas business community on the exhibit floor, making new contacts, building new business connections, and more! Attendees were able to take in informative, insights-driven presentations during Chamber U Live education sessions, as well as sample from some of Las Vegas' most popular restaurants and eateries, meet one-on-one with purchasing representatives from different agencies and entities in the Procurement Lounge, get updates from Resource Square, and learn more about new Chamber benefits and programs in the Chamber booth.

Thank you to the sponsors, exhibitors, and attendees of Business Expo 2016 that helped to make it a success for our dynamic business community!



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Working for You



METRO CHAMBER CHAMPIONS ON CAPITOL HILL

In June, the Metro Chamber led a delegation of business and community leaders to Washington, D.C. to advocate on issues important to the Southern Nevada business community. The delegation included more than 50 Metro Chamber representatives, including members of Board of Trustees, Government Affairs Committee and the Metro Chamber President's Club, as well as Southern Nevada elected leaders.

The purpose of the annual Washington, D.C. trip, which the Metro Chamber has been conducting since 2006, is to strengthen relationships with Nevada's Congressional delegation, develop working relationships with key members of Congress outside Nevada on policy and economic issues that impact the region, and deepen understanding of public policy issues in order to help craft good solutions for Southern Nevada. Federal priorities discussed on the trip were the funding for Interstate 11 to connect Las Vegas to Phoenix, continued opposition to the transportation and storage of nuclear waste at Yucca Mountain, revising the Homeland Security Funding Formula, increasing Nevada's share of federal grants, advocating for policies to increase international tourism to the U.S. and Las Vegas, and garnering support for the investment of water infrastructure for Southern Nevada. The Metro Chamber also presented the Silver Spirit Award to U.S. Senator Harry Reid for his service to the people of Nevada.

The Metro Chamber hosted its annual Las Vegas Night Reception on Capitol Hill, which was attended by more than 500 guests including Members of Congress, Congressional staffers, think tanks, policy groups, and trade associations. The Metro Chamber, in partnership with The Honorable Jon Porter and The Porter Group, also helped organize the annual Interstate 11 Congressional Caucus Reception with members of Arizona and Nevada's Congressional delegation to increase the awareness of this important transportation infrastructure project. Representatives from the Arizona Chamber of Commerce and Industry and Phoenix Chamber of Commerce also attended the event to show their support for I-11. The Chamber delegation heard from experts during policy meetings with the U.S. Chamber of Commerce, U.S. Chamber Institute of Legal Reform, Brookings Institution, The Pew Charitable Trusts, American Enterprise Institute, Council of State Taxation, and the Association of Chamber of Commerce Executives.

The Honorable Jon Porter, President and CEO of The Porter Group stated, "The Metro Chamber's Washington, D.C. trip gives members a unique opportunity to engage with our nation's policy makers at an unparalleled level of interaction. It's about making meaningful connections in order to help shape policy discussions that directly impact Nevada's business community."

Please stay tuned for details of the next trip, scheduled for September 2017.



Bob Brown, Kristin McMillan, U.S. Senator Harry Reid & John Guedry



U.S. Senator Dean Heller



John Guedry



Metro Chamber Delegation at the U.S. Capitol



Congressman Mark Amodei



Paul Moradkhan and The Honorable Jon Porter



Jim Prather and Chuck Ley



Karlos LaSane II and The Honorable Jon Porter



John Burke, Henderson Mayor Pro Tem Debra March and Karlos LaSane II



Tray Abney, Jill Lagan, Kristin McMillan, Glenn Hamer and Jennings Imel



Congresswoman Dina Titus



Attendees at Las Vegas Night Reception on Capitol Hill



Congressman Joe Heck

THE BIG ISSUES ISSUE

Federal Policies Affecting Nevada's Business Community

In the federal policy scene, big changes – and potential big changes – are happening that will affect Nevada's business community. During the Metro Chamber's annual delegation to Washington, D.C. last month, we met with several legislators, including Nevada's Congressional delegation and key committee leadership, as well as think-tanks and policy guidance groups that monitor and weigh in on these issues and their associated impacts on the national business climate.

The Metro Chamber's agenda was broad, and included discussions with members of Congress over several issues with far-reaching and long-term effects on Nevada's businesses.

Changes to the Department of Labor Overtime Rules

The U.S. Department of Labor (DOL) recently issued new administrative rules relating to overtime regulation for salaried employees. These changes take effect **December 1, 2016, and there are no exemptions for small businesses or nonprofit organizations.** These rules, issued after the DOL proposed new rules in 2015 and sought public comment from potentially impacted groups, move the threshold for the Overtime Rule from the current level of \$23,660 (or \$455 per week) to \$47,476 annually (or \$913 per week). This reflects an increase of more than 100 percent. In addition, the threshold for highly compensated employees (HCEs) has also been adjusted, moving from the current level of \$100,000 annually to \$134,004 annually.

MANAGERS

Existing Rule:

\$23,660 annually/\$455 per week

New Rule (Taking effect December 1):

\$47,476 annually/\$913 per week

HIGHLY COMPENSATED EMPLOYEES

Existing Rule:

\$100,000 annually

New Rule (Taking effect December 1):

\$134,004 annually

These new changes give employers very little time to prepare to be compliant and adjust as necessary for these new thresholds. It is estimated that 44 percent of small businesses will be impacted by these new rules, and it may impact more than 10 million employees. Small employers may be forced to reclassify employees from salaried to hourly; it may also impact future

salary increases, bonuses, and employee flexibility. In addition, employers may also be forced to reduce the number of managerial positions they offer, making it difficult for employees to achieve upward mobility and leading to more inequity in the workforce.

How the Metro Chamber Champions Business:

During the period of public comment, it is estimated that more than 270,000 letters were submitted to the DOL. Metro Chamber President and CEO Kristin McMillan and Government Affairs Committee Chairman Hugh Anderson submitted a letter opposing the new rules during public comment, stating, "The Las Vegas Metro Chamber of Commerce is supportive of fair and competitive wages. However... the proposed changes to the existing standards are likely to negatively impact job growth and expansion in Nevada... We believe that many businesses throughout our community will not be able to meet the high cost of these changes as proposed in the regulations, and as a result, would be forced to potentially curtail hiring or even lay off employees. These changes will impact businesses of all sizes."

In Washington, D.C., the DOL rule changes were a main point of dialogue among the delegation, which represented business and community stakeholders from a variety of industries and sizes, and Nevada's Congressional representatives. The Metro Chamber is supportive of new legislation, the Protecting Workforce Advancement and Opportunity Act (S. 2707 in the Senate and H.R. 4773 in the House of Representatives), which would protect employers by preventing the DOL from enforcing the administrative rules. The legislation would also require the Secretary

of the U.S. Department of Labor to conduct a comprehensive economic analysis of the impacts these changes would have on employers. Metro Chamber members are urged to contact their Congressional representatives to voice their support for the legislation.

Get Prepared! The Metro Chamber is holding a special President's Club forum on Monday, July 11, featuring Marc Freedman, Executive Director of Labor Law Policy, at the U.S. Chamber of Commerce. Freedman will discuss the changes, implementation, and the effect and impact on employers, employees, and the regulatory environment. The session will be held at The Orleans Hotel & Casino from 3:00 - 4:30 p.m. There is limited capacity, however, and early registration is required. For more information, see the calendar on page 20 or visit LVChamber.com.

Interstate 11 Funding

The Metro Chamber has been a champion of the Interstate 11 transportation project for years, and has played a pivotal role in its advancement in both the state and federal governments. The designation of I-11 was signed in 2012 and is part of Moving Ahead for Progress in the 21st Century (MAP-21). The corridor between Las Vegas and Phoenix will connect communities, increase transportation capacity, enhance economic development efforts, improve safety and travel time, and strengthen commercial activities.

At this point in the corridor's progress, funding mechanisms need to be determined. In December 2015, the House and Senate passed a five-year, \$305 billion transportation funding bill, Fixing America's Surface Transportation Act (FAST Act), that also designated



I-11 through Northern Nevada. The Metro Chamber believes a variety of funding and financing options should be considered. Such options include reinvestment of transportation taxes, grants, financing, and user fees.

I-11's myriad potential economic benefits have made the project – and accelerating the funding of it – a major federal priority of the Metro Chamber. The project could have a dramatic, positive impact for Nevada, including new job creation, significantly diversifying the

economy, expanding manufacturing, trucking, trade and distribution centers, and international trade, as I-11 would be an important segment of the CANAMEX Corridor, which could connect the world's fastest growing emerging economies in Latin America and Asia.

How the Metro Chamber Champions I-11: The Metro Chamber has been a staunch supporter of Interstate 11 for more than a decade since the early days of the project, preceding the 2012 designation of the interstate. Las Vegas and Phoenix remain the only two major U.S. cities without a direct interstate connection, and several studies show the positive economic benefits the interstate would have on the Southwest region, Intermountain West, and the Southern Nevada economy. Interstate 11 has been a point of conversation with our delegation, as well as key members of Congressional committees, during these annual trips.

During meetings with Nevada's Congressional delegation, the Metro Chamber asked that the funding of I-11 be accelerated because of the economic needs of the region. The Metro Chamber identified the funding for the initial segment of I-11 between Las Vegas and Phoenix as a major priority, as the funding of this segment is pivotal to the overall success of the project.

In addition, the Metro Chamber, in partnership with The Honorable Jon Porter and The Porter

Group, also helps organize an I-11 Caucus Reception annually in Washington, D.C. to welcome various Congressional and community stakeholders in the projects, discuss the interstate's progress, and necessary next steps. This year, Arizona and Nevada Congressional representatives, as well as leaders from transportation authorities, elected officials, business leaders, and Metro Chamber representatives welcomed the largest I-11 Caucus Reception in its history, further signaling the wide and bipartisan support of the project.

Homeland Security Funding

Keeping Nevada's residents and visitors safe is a major priority of any community or business stakeholder in Las Vegas. The Homeland Security Act of 2002 requires the U.S. Department of Homeland Security (DHS) to conduct an annual assessment of the 100 most populated Metropolitan Statistical Areas (MSAs). These assessments are based on factors such as relative threat, vulnerability and consequence, economic index, and Gross Domestic Product. Based on the current methodology, casinos and hotels are grouped as one facility and not listed as individual assets by the DHS, which does not reflect that each of these major properties are individual facilities with thousands of employees and visitors in them at any given time.

Las Vegas receives a lower ranking of priority because of the relative

risk profile formulas currently used by the DHS. Cities that do not have an official port or an international border, for example, receive a lower ranking of priority.

The methodology determines the amount of federal Urban Area Security Initiative Program (UASI) dollars the area receives that goes directly to fund the Southern Nevada Counter-Terrorism Center, which analyzes possible threats, information provided, and intelligence data for the region. In 2016, the Las Vegas urban area's relative risk profile ranking dropped from 24 in FY2015 to 29 in FY2016. This could jeopardize the region's area to obtain necessary funding to protect our region's tourism assets, as a terrorist threat or incident would have a negative and severe impact on Southern Nevada's entire economy.

FISCAL YEAR	UASI FUNDING RECEIVED
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2004	\$10,468,892
2005	\$8,456,728
2006	\$7,750,000
2007	\$9,310,000
2008	\$9,030,500
2009	\$8,579,000
2010	\$8,150,150
2011	\$5,705,105
2012	\$1,826,923
2013	\$0
2014	\$1,000,000
2015	\$3,000,000
2016	\$2,962,000

How the Metro Chamber Champions Southern Nevada: Homeland

security is a priority for many stakeholders, including state and local jurisdictions and business groups in Southern Nevada. The Metro Chamber has made the revision of the methodology used by DHS in developing the risk assessments associated with the UASI program a priority during discussions with Nevada's Congressional delegation, including the trip last month. Metro Chamber President and CEO Kristin McMillan and Government Affairs Committee Chairman Hugh Anderson wrote a letter to DHS Secretary Jeh Johnson regarding the structure of the methodology, stating, "The Las Vegas Metro Chamber has been a steadfast proponent of Las Vegas continuing to receive an adequate level of funds from the... UASI program... It is fundamentally important that Las Vegas be included in the next round of allocated funding because of the unique nature of our tourism-based economy, and that funding reflects the true risks to our region."

Cyber Security

Cyber security continues to dominate headlines, with major data breaches affecting thousands of employers every day. No business is immune, and it is estimated that 62 percent of all cyber attacks hit small to mid-sized businesses. While in Washington, D.C., the Metro Chamber engaged an expert panel to discuss with attendees the growing impact of cyber security on the national economy and how the increased sophistication of

cyber attacks is changing the way companies protect their data, collect payments, handle user experience, and more. Policy conversations were focused on the impact of cyber security on national security and the role businesses must play in protecting themselves, their employees, and clients from hackers that manipulate vulnerabilities in their information systems.

How the Metro Chamber Protects Your Business:

Black Hat, the world's most technical and relevant global information security event, is coming to Las Vegas at the end of July, and the Metro Chamber has assembled a panel of global experts from the conference to address members about current threats to IT systems, trends in cyber security risks, and how to mitigate them. Panelists will also speak about some of the big trends in data security breaches worldwide, and how the landscape of information technology and security is changing.

This is a must-attend event that gives Chamber members the opportunity to glimpse the world-renowned programming of Black Hat and get up-to-date information from top global experts about the latest in one of business' most hot button issues. The breakfast will be held Friday, July 29, from 7:30 a.m. – 9:00 a.m. at the Four Seasons Las Vegas. Seats are \$50 for Chamber members, \$65 for non-members, and \$500 for a table of ten. To secure a reservation, please visit LVChamber.com or call 702.641.5822.

Women's Leadership

MGM Women's Leadership Conference Returns for Its Tenth Year of Empowerment, Development, and Advancement

M

GM Resorts International is committed to helping even the playing field for women in the workplace. In 2007, our nonprofit organization MGM Resorts Foundation partnered with Las Vegas diversity and community organizations to create an event that has evolved into our annual Women's Leadership Conference. The idea behind the conference is to provide women and men attendees from all walks of life with the developmental tools they need to advance personally and professionally. The tenth annual Women's Leadership Conference will be held August 8 and 9, at MGM Grand Las Vegas.

During the past decade, the conference – or WLC – has grown in size, scope and reputation, drawing sellout crowds in recent years. Through dynamic programming and acclaimed speakers, WLC has become a premier event among women's conferences in our nation.

The past two decades have witnessed a slow, steady but determined string of advancements in societal gender equality. So why, you may wonder, is a conference like WLC needed in 2016?

Today, more women than ever before are the family's main breadwinner. But not all of the rules – and cultural attitudes – that govern our workplaces have caught up with this reality. Too many of the opportunities that our mothers and grandmothers fought for are left unrealized in 2016. Although they hold almost 52 percent of all professional-level jobs, American women lag substantially behind men when it comes to their representation and pay in leadership positions.

With grit and resolve, the fight to overcome discrimination and shatter glass ceilings continues in our country. As a new generation of women and girls continues to reach for new heights, they stand on the shoulders of all those who have come before and carry forward their legacy of proud achievement. This increasing participation of women in our workforce has demonstrated something we all know to be true: when women succeed, America succeeds. Events like WLC present an opportunity to give new meaning to the idea that we are all created equal, and should widen the circle of opportunity for women and girls across our country.

The theme for this year's conference is, "Women Inspiring Women." Through WLC, we hope to spotlight the stories and experiences of successful women leaders as guides and role models for other women, and provide opportunities for women to sharpen their leadership skills in service to themselves, their families, their workplaces, and their communities. We'll



feature inspiring speakers, such as Donna Brazile, the first African American woman to serve as campaign manager for a major party presidential campaign, and Adrienne Haslet, a survivor of the Boston Marathon bombing.

Each year, the proceeds from the conference, after costs, are donated to a local nonprofit organization that is devoted to the welfare and development of women and girls in the Las Vegas community. WLC is a signature program of the MGM Resorts Foundation. We view it as an opportunity to further our commitment to advancing societal gender equality while enriching our communities and paying it forward.

After last year's conference, the MGM Resorts Foundation donated \$30,000 to Southern Nevada Children's First, an organization that provides support to the homeless and pregnant youth in Las Vegas.

I hope that you will mark your calendar, and join us at the Women's Leadership Conference this August.

For more information or to register for the 10th annual Women's Leadership Conference, please visit mgmresortsfoundation.com/womensleadershipconference.

*By Phyllis A. James
Executive VP and Chief Diversity
Officer, MGM Resorts International*

The Nevada Broadcasters Association **21ST** HALL OF FAME GALA

HONORING

Lifetime Achievement Award

Emily Neilson & Paula Francis

Special Honors

Tony Sacca & Rich Abajian

Pinnacle Award

Senator Gordon Smith, President & CEO
National Association of Broadcasters

SATURDAY, AUGUST 20, 2016

5:30PM COCKTAILS

7:00PM DINNER

THE FOUR SEASONS LAS VEGAS

To purchase a sponsorship, reserve a table or place an ad in the program call

702-794-4994

How do YOU get the word out ?



Are you a Non-Profit Organization, Government Agency, or a Business who would like "Top of Mind Awareness" by supporting a Non-Profit?

Partner with the Nevada Broadcasters Association to spread your Public Education Message

Reach + Frequency = RESULTS!

The NVBA's Public Education Partnership is the most cost-effective way to reach the public through Radio and Television



**For more information call Eric Bonnici
702-794-4994**

What's Happening

PLACES TO BE. PEOPLE TO MEET. THINGS TO KNOW. IN **JULY**.

July Sponsors:

July sponsors include: Bank of Nevada, Cox, UnitedHealthcare, Allegiant, Southwest Gas, Wells Fargo, NV Energy, smart, Sunrise Health, Touro University Nevada, The Porter Group, iseven, and Boyd Gaming.

How to Register:

Visit LVChamber.com and click on the Events Calendar.

Call 702.641.5822.

- 5 TUESDAY, JULY 5**
CHAMBER VOICES TOASTMASTERS
 Become a better speaker and a more effective presenter by joining Chamber Voices Toastmasters. Open to all members.
11:30 a.m. – 12:45 p.m.
 Las Vegas Metro Chamber of Commerce
 575 Symphony Park Ave., Ste. 100
 \$54 every six months. Guests always complimentary.
- 5 TUESDAY, JULY 5**
CHAMBER CONNECTIONS
 Chamber Connections is a dedicated leads group comprised of professionals from a variety of industries. This is a place for professionals to grow their network and their businesses by sharing contacts, referrals and ideas.
5:30 – 7:00 p.m.
 Las Vegas Metro Chamber of Commerce
 575 Symphony Park Ave., Ste. 100
 Contact chamberconnections@lvchamber.com or call 702.641.5822 for space availability and cost.
- 6 WEDNESDAY, JULY 6**
LUNCH & LEARN: PROTECT YOU, YOUR BENEFICIARIES, AND YOUR BUSINESS AGAINST FINANCIAL STORMS
 Topics covered include estate planning gone wrong and how to avoid similar mistakes, determining if a trust is right for your business, keeping your estate plan up-to-date, and legal protection of your assets.
11:30 a.m. – Noon: Registration & Networking
Noon – 1:00 p.m.: Program
 Las Vegas Metro Chamber of Commerce
 575 Symphony Park Ave., Ste. 100
 \$10 for Members
 \$15 for Non-Members
 Hosted by Jeffrey L. Burr, Ltd
- 6 WEDNESDAY, JULY 6**
K-12 EDUCATION POLICY COMMITTEE
 Join your fellow members passionate about improving and advancing K-12 education in Southern Nevada.
3:30 – 5:00 p.m.
 Las Vegas Metro Chamber of Commerce
 575 Symphony Park Ave., Ste. 100
 Free and exclusive to members and their employees
- 8 FRIDAY, JULY 8**
HEALTHCARE POLICY COMMITTEE
 Discuss important topics relating to the delivery and quality of healthcare in the Valley.
11:30 a.m. – 1:00 p.m.
 Las Vegas Metro Chamber of Commerce
 575 Symphony Park Ave., Ste. 100
 Free and exclusive to members and their employees
- 11 MONDAY, JULY 11**
DEPARTMENT OF LABOR RULE CHANGES FORUM
 Marc Freedman, Executive Director of Labor Law Policy at the U.S. Chamber of Commerce, will discuss the U.S. Department of Labor rule changes for salaried employees, implementation, and effects.
3:30 – 4:30 p.m.
 The Orleans Hotel & Casino
 4500 W. Tropicana Ave.
 Open to President's Club members, limited capacity. Advanced registration required.
 Sponsors: Boyd Gaming, Bank of Nevada
- 11 MONDAY, JULY 11**
VEGAS YOUNG PROFESSIONALS TOASTMASTERS
 Develop your speaking, presentation and leadership skills.
6:30 – 8:00 p.m.
 Las Vegas Metro Chamber of Commerce
 575 Symphony Park Ave., Ste. 100
 Complimentary for guests
 \$60 to join, \$36 every six months.
 Presenting Sponsors: Cox Communications and UnitedHealthcare
- 13 WEDNESDAY, JULY 13**
NEW MEMBER LUNCH
 Introduce your business and network in a friendly and upbeat atmosphere.
11:30 a.m. – Noon: Registration, Networking & Lunch
Noon – 1:15 p.m.: Program
 Las Vegas Metro Chamber of Commerce
 575 Symphony Park Ave., Ste. 100
 This event is open exclusively to all new members of the Metro Chamber. Limited to two individuals per company.

00 - CHAMBER EVENT

00 - VYP EVENT

14

THURSDAY, JULY 14

HIGHER EDUCATION POLICY COMMITTEE

Join the Metro Chamber, your fellow members, and key stakeholders in Southern Nevada as we explore the issues relevant to higher education in the Valley.

11:30 a.m. – 1:00 p.m.

Las Vegas Metro Chamber of Commerce

575 Symphony Park Ave., Ste. 100

Free and exclusive to Metro Chamber members and their employees

14

THURSDAY, JULY 14

VEGAS YOUNG PROFESSIONALS FUSION MIXER

Beat the heat in style by joining VYP at Elysian at The District for a mixer you won't want to miss. Take in the views at this luxury lifestyle community situated between the raw excitement of the Las Vegas Strip and the quiet solitude of the picturesque desert canyons. Enjoy views that overlook the pool, play pool in the game room, and make new business connections.

6:00 – 8:00 p.m.

The Elysian at The District

2151 Village Walk Drive

Online: \$10 for members, \$15 for non-members

At the door: \$15 for members, \$20 for non-members

Presenting Sponsors: Cox Communications and

UnitedHealthcare

Fusion Mixer Sponsor: Smart Software Solutions

Media Sponsor: *Vegas Seven Magazine*

Beverages provided by: Borracha Mexican Cantina, Bottiglia Cucina, and Mestizo Mezcal

19

TUESDAY, JULY 19

CHAMBER VOICES TOASTMASTERS

See July 5

19

TUESDAY, JULY 19

INSURANCE POLICY COMMITTEE

Join the Metro Chamber, fellow members, and stakeholders as we explore issues relevant to health, as well as property and casualty, insurance and how they impact the business community in Southern Nevada.

2:30 – 4:00 p.m.

Las Vegas Metro Chamber of Commerce

575 Symphony Park Ave., Ste. 100

Free and exclusive to Metro Chamber members and their employees

19

TUESDAY, JULY 19

CHAMBER CONNECTIONS

See July 5

20

WEDNESDAY, JULY 20

BUSINESS AFTER HOURS - AT CAPACITY

Enhance your network and reconnect with acquaintances while enjoying cocktails and light bites at Kona Grill's Fashion Show Mall location. Enjoy the relaxing atmosphere and cool ambiance away from the scorching summer sun as you create business relationships.

5:30 – 7:30 p.m.

Kona Grill

3200 Las Vegas Blvd. S., Ste. 1260

Complimentary and exclusive to Metro Chamber members

Hosted By Kona Grill

21

THURSDAY, JULY 21

LOCAL GOVERNMENT POLICY COMMITTEE

Join the Metro Chamber, fellow members, and stake holders as we engage in the opportunity to learn about local government issues that impact businesses in Southern Nevada.

11:30 a.m. – 1:00 p.m.

Las Vegas Metro Chamber of Commerce

575 Symphony Park Ave., Ste. 100

Free and exclusive to Metro Chamber members and their employees

25

MONDAY, JULY 25

VEGAS YOUNG PROFESSIONALS TOASTMASTERS

See July 11

26

TUESDAY, JULY 26

EGGS & ISSUES WITH

U.S. CONGRESSMAN MARK AMODEI

U.S. Congressman Mark Amodei, currently serving on the House Appropriations Committee and three of its Subcommittees, Army Caucus, Congressional Joint Strike Fighter Caucus, USO Caucus, and the Veterans Job Caucus, will make remarks about important legislation before Congress and participate in a Q & A session with the audience.

8:00 – 8:30 a.m.: Registration & Networking

8:30 – 9:30 a.m.: Program

Vdara Hotel & Spa

2600 W. Harmon Ave.

\$40 Members

\$55 Non-members

\$400 per table of ten

Sponsors: Allegiant, CenturyLink, NV Energy, Southwest Gas, Sunrise Health System, Touro University and The Porter Group

26

TUESDAY, JULY 26

VEGAS YOUNG PROFESSIONALS

BIGWIG LUNCH TIME

Join fellow young professionals to hear the journey of Jessica Sayles, principal at Houldsworth, Russo and Company. Sayles has an M.A. from UNLV, and has taught at the university in addition to her responsibilities at her firm. She is also active in various community organizations.

11:30 a.m. – Noon: Registration & Networking

Noon – 1:00 p.m.: Program

Las Vegas Metro Chamber of Commerce

575 Symphony Park Ave., Ste. 100

\$15 Pre-registered

\$20 At the door

Presenting Sponsors: Cox Communications and UnitedHealthcare

29

FRIDAY, JULY 29

BUSINESS POWER BREAKFAST: CYBER SECURITY THREATS, TRENDS AND YOUR BUSINESS

Hear from a panel of global experts about ongoing cyber threats and how businesses and individuals need to be continuously vigilant in managing data and systems risks.

7:30 – 8:00 a.m.: Registration & Networking

8:00 – 9:00 a.m.: Program

Four Seasons

3960 Las Vegas Blvd.

\$50 Members

\$65 Non-members

\$500 per table of ten

Sponsor: Nevada Public Radio and Wells Fargo

In The Know

Freight Rail Helps Drive Nevada's Economy

The freight rail industry has a storied history in Nevada, from helping build the Hoover Dam to moving millions of tons of minerals across the Silver State every year. Today it continues to play a role in Nevada's economy, which is why lawmakers must preserve pro-growth policies that have allowed the industry to grow here and across the country.

A recent report from Towson University in Maryland found that freight rail generated \$274 billion in economic activity across the country while supporting more than 1.5 million jobs and \$89 billion in total wages. The report also found that freight rail spent nearly \$28 billion in 2014 alone on capital and maintenance expenditures to ensure its 140,000-mile rail network is safe and efficient.

These economic impacts are felt in Las Vegas and across the state, which is home to about 1,200 freight rail miles. In fact, freight rail employs roughly 700 Nevadans, who earn on average more than \$110,000 in wages and benefits — well above the U.S. average.

Freight rail's efficiency in moving huge amounts of goods over long distances is essential for Nevada's economy, in particular for the mining industry. Every year, railroads transport more than 600,000 tons of Nevada's concrete

and gypsum products; 346,000 tons of chemical and fertilizer minerals; and another 140,000 tons of other ground minerals.

In total, more than 2 million tons of goods originating in Nevada are annually moved by freight rail. This provides a cost-effective and efficient way for businesses in Las Vegas and across the state to ship their freight to markets throughout the country.

Of course, none of this would be possible without a safe and modern rail network. As leaders continue to discuss public infrastructure spending, freight railroads are investing near-record amounts of private money into upgrading their tracks, locomotives and other essential equipment. These investments have made the nation's freight rail network one of the world's safest and most efficient transportation systems.

Las Vegas is seeing the benefits of these infrastructure investments. For instance, during the past two years, Union Pacific has invested nearly \$30 million in track upgrades throughout the area to increase track speeds, which has enhanced efficiency for railroads and reduced wait times at railroad crossings for area motorists. This spending continues to make rail service cheaper for customers and safer for workers and the thousands of communities railroads serve.



But for the freight rail industry to continue making these types of private investments and continue supporting our economy and jobs while providing low costs to rail customers and American consumers, lawmakers must preserve smart policies that have allowed railroads to thrive over the past 30 years.

Freight rail offers an important link to new markets and opportunities for growth in the region. Maintaining a regulatory environment that will allow railroads to grow, compete, and invest for the future will keep this economic engine running.



*By Ryan Nonnemaker,
Nevada State Director,
GoRail*

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President's Club

(B) Patrick Reilly

Administrative Partner - Holland & Hart LLP

Patrick Reilly is an experienced trial lawyer who provides clear and effective strategy in commercial and real estate litigation. He represents a wide variety of clients, including financial institutions, hotel/casinos, utilities, developers, and commercial landlords. Reilly is an active member of the State Bar of Nevada and is admitted to practice in the U.S. District Court for the District of Nevada, the U.S. Court of Appeals for the Ninth Circuit, and the U.S. Supreme Court. Reilly is a graduate of the Leadership Las Vegas, Class of 2005.

(A) Scott Howard

Principal - Commercial Roofers, Inc.

Scott Howard is a third generation roofer and contractor whose family business, Howard's Roofing, has served Las Vegas since 1959. Howard has served as chairman of the City Impact Foundation and is a trustee at his alma mater Oral Roberts University in Tulsa. He graduated from the Metro Chamber's Leadership Las Vegas program, served as trustee, chairman and treasurer for the Desert Southwest Chapter of the National Multiple Sclerosis Society, and was director of the Las Vegas Metro Police Neighborhood Watch Board.



A



B



C



D

(D) JD Daniels

Division Manager, Emergency Services and Operation Support - National Security Technologies

Jim (JD) Daniels is the division manager for emergency services and operation support for National Security Technologies, LLC, the management and operating contractor for the U.S. Department of Energy, National Nuclear Security Administration Nevada Site Office. He is responsible for managing the emergency response organization that encompasses fire & rescue operations, medical response, command & control operations, and emergency planning. Daniels holds a bachelor's degree in business management and a master's degree of organizational management from the University of Phoenix.

(C) Jackie Thompson

Community Affairs and Grassroots Regional Leader - Southwest Airlines

Jackie Thompson is the corporate community affairs and grassroots regional leader for Southwest Airlines. She oversees community outreach for the carrier, focusing on business, leadership, and social advocacy. She launched her career at Southwest in 1994 and was one of the first members to join the corporate community affairs team in 2004. Thompson is the past chair of the Arizona Foundation for Women and former chair of the Board of Directors for the Tempe Chamber of Commerce.

Spotlights

(E) Parker Elmore

President & CEO – Odyssey Advisors

Parker Elmore is president and CEO of the financial consulting firm Odyssey Advisors. In 1998, he founded Primoris Benefit Advisors, Inc. which, in 2013, transitioned to Odyssey Advisors and expanded to the Las Vegas area. With a bachelor of science in mathematics and more than 25 years of industry experience, Elmore is a member of the American Academy of Actuaries, an Associate in the Society of Actuaries, a Fellow in the Conference of Consulting Actuaries, and is enrolled by the Joint Board for the Enrollment of Actuaries.



(F) Gene Galloway

President – Plaza Bank

Gene Galloway has a long history in regional banking at California Federal Bank, Crocker National Bank, and Sanwa Bank California. He completed his tenure at Sanwa as corporate executive vice president and chief of the retail and community banking group, with responsibility for more than \$3.5 billion in banking assets and liabilities in 118 branch banking offices. Galloway is a graduate of San Diego State University. He has lived and owned real estate in Las Vegas since 2002 and is a veteran of the U.S. Marines.

(G) Tyler Corder

Chief Financial Officer – Findlay Automotive Group

Tyler Corder joined Findlay Automotive Group in 1994 as CFO and assumed responsibility as general manager of Findlay Automotive in 1998. Prior to joining Findlay, Corder was a field representative for General Motors Acceptance Corporation. After advancing through various managerial positions, Corder was named Las Vegas branch manager in 1992. Active in the community, Corder is past president and treasurer of the Safe Nest Board of Directors and serves as treasurer of the Findlay Education Foundation. He is also a member of the Metro Chamber Board of Trustees.



(H) Suzanne Domoracki

Program Director – Nevada Drug Card

Suzanne Domoracki has 25 years of progressive sales and marketing experience directing the activities of regional supervisory and multi-market sales personnel. Prior to joining Nevada Drug Card, she held similar supervisory positions in the health and beauty industries and oversaw all sales activity in the Western U.S. for a nationally recognized manufacturer of point-of-care oral fluid drug testing devices. She is involved with several local clubs and organizations.

Congratulations Leadership Classes of 2016!



Leadership Las Vegas and **Leadership Advance**, Classes of 2016, graduated from their respective programs in June. Congratulations to these community leaders who have spent the last 10 months learning about our community, forming close ties to enhance community collaboration efforts, and engaging with some of Southern Nevada's most influential leaders to take on our region's most pressing issues and greatest opportunities.

LEADERSHIP **LAS VEGAS**

Mark Achenbach
The Mob Museum

Luke Adamo
ROI Appraisal/
Britton-Adamo Group

Chelle Adams
The Cosmopolitan of
Las Vegas

John Adams
Cragin & Pike, Inc.

Tera Anderson
Berkshire Hathaway Home
Services Nevada Properties -
Anderson Avenue Group

Wendy Anderson
BMM International

Tim Arndt
NV Energy

Mary Bacon
Fennemore Craig, P.C.

Audry "JB" Batiste
Precise Financial Planning, LLC

Erica Benson
Nevada State Bank

Ryan Bitton
Health Plan of Nevada

Jeff Breeden
Stewart, Archibald & Barney, LLP

Dolores Campuzano-Pignatello
Mirage

Jim Chittenden
US Air Force

Dawn Christensen
MGM Resorts International

Rachelle Crupi
Bank of Nevada

Justin Findlay
Findlay Automotive Group

Pete Flores
US Air Force

Adam Grant
NV Energy

Tim Hacker
City of Las Vegas

Will Harris
National Security Technologies

Ron Heezen
Las Vegas-Clark County Library
District

Raymond Hess
Regional Transportation
Commission of Southern Nevada

Ryann Juden
City of North Las Vegas

Erin Keller
UNLV, Lee Business School

Liberty Leavitt
Clark County School District

Meaghan Levy

Michelle Light
UNLV University Libraries

Luis Maceira
Distinctive Insurance

Brittany McCoy
Communities In
Schools of Nevada

Lindsay Meyers
William Hill US

Alexis Mussi
Southern Hills Hospital & Medical
Center

Craig Newby
McDonald Carano Wilson LLP

Jenni Pevoto
The Howard Hughes Corporation

Abby Quinn
HELP of Southern Nevada

Jeff Rogan
Office of the District Attorney,
Clark County

Craig Rosen
Desert Research Institute

John Saccenti
Las Vegas Bowl/ESPN Regional
Television Inc.

Jessica Sayles
Houldsworth, Russo & Company,
P.C.

Rich Shaw
D & R House of Diamonds

Patrick Sinnott
City of Las Vegas

Alma Spears
Boys & Girls Clubs of Southern
Nevada

Shannon Steiner
Beacon Academy of Nevada

Barbara Tapp
Make-A-Wish Southern Nevada

Shavonnah Tièra
RedFlint Vegas

Kelli Vaz

Amanda Voss
ARIA

Jacque Walton
Reisman Sorokac

Saul Wesley
Luxor Hotel & Casino

LEADERSHIP **ADVANCE**

Fatima Bouzidi
NV Energy

Angela Brooks
St.Jude's Ranch for Children

James P Brown
North Las Vegas Police
Department

Todd Brown
KVVU FOX5

Lorena Candelario
City of North Las Vegas

Dara Carno
Palm Mortuary and Cemetery

Michele C. Cobb
Clark County School District

Jim Farone
Cannery Casino Resorts

Lani A. Fellows
National Security Technologies,
LLC

Ryan Foytik
Nevada State Bank

Tory Garber
Independent Contractor

Joshua Gottesman
B2B CFO

Miko Hilgendorf
The Barricade Company, LLC

Lebette Hostetler
Las Vegas Metro
Chamber of Commerce

Edyta Jankowski
Opportunity Village

Thomas A. Kelly Jr.
NV Energy

Bret Loughridge
SR Construction

Daphine Moore
Sumnu Marketing

Ben Regan
Teach For America

Julie Smith, PHR
Global Experience Specialists

Judy Swain
Opportunity Village

Jose E. Valenzuela III, Esq.
City of North Las Vegas

10TH ANNIVERSARY

Women's
LEADERSHIP CONFERENCE
AUGUST 8 & 9 2016 LAS VEGAS

REGISTER NOW
for the 2016 Women's Leadership Conference
August 8 & 9 at MGM Grand Las Vegas



Join more than 1,000 motivated women along with a dynamic lineup of engaging and inspirational speakers for a two-day journey designed to enhance your career, build your professional network and maximize your leadership potential.

For more information and to register now, please visit mgmresortsfoundation.org

#WomenLead #WLC2016



Member News

RED - PRESIDENT'S CLUB MEMBER



Announcements



Kolesar & Leatham named Jennifer Micheli and David Edelblute as attorneys in its firm. Micheli practices in the areas of complex civil litigation for torts and products liability, general civil litigation, premise liability, catastrophic injury, insurance defense, and insurance law. Edelblute practices in the areas of commercial litigation and employment law.



Clark County Credit Union named Stephanie Deines as a financial services representative. In this capacity, Deines will be opening new accounts and assisting borrowers with loan approvals.



Rupesh J. Parikh, M.D., board-certified medical oncologist and hematologist for **Comprehensive Cancer Centers of Nevada**, has been appointed chief of staff for **Dignity Health-St. Rose Dominican's** Siena and Rose de Lima campuses.



Snell & Wilmer announced that Bryan Gragg, an attorney in the firm's office, has been elected to the Board of Directors of **Aid for AIDS of Nevada**.



City National Bank named Cyndi Compan as its new commercial credit underwriter for the Nevada region. Compan is a 30-year veteran of the financial services industry who knows and understands banking, as well as the local market.



KLAS-TV hired Christianne Klein to join its team as news anchor and reporter. Klein will anchor alongside Paul Joncich during the 4:00 p.m. newscast, as well as report.

Duane Morris LLP named Tyson E. Hafen as an associate with a focus in business and commercial litigation and insurance coverage.

Branch Benefits Consultants welcomed Tara Jacquet, vice president of client services for the Clark County Association of Health Underwriters, to its executive board as Secretary.

The **Nellis Force Squadron's** commercial sponsorship program announced that it is seeking new sponsors to enhance events that aim to recharge airmen and their families. For more information, contact Melanie Tucciarone, commercial sponsorship director, at Melanie@nellislife.com.

The Las Vegas Metro Chamber of Commerce is proud to provide members with a place to publish their current announcements as a benefit of membership. Email news items to pr@lvchamber.com or fax to Public Relations at 702.735.0320.

Upcoming Events

Dress for Success will host its fourth Power Walk on July 16, at Miracle Mile Shops inside Planet Hollywood Resort & Casino, sponsored by **Southwest Medical Associates**. Featuring the theme "One Mile in Style," participants are encouraged to don summer fashions, from sneakers to stilettos and hoodies to haute couture. Dress for Success provides professional clothing and career development tools to empower women to achieve economic independence. For more information, visit dressforsuccesssouthernnevada.org.

ChiAm Restaurant is holding a giveaway for a 10-day/eight-night trip to Beijing and Shanghai, China. Entries can be made once per day, per guest at either ChiAm location (Charleston and Torrey Pines or Craig and Jones) until September 30. The winner will be announced on October 14.

Congratulations

McDonald Carano was recognized by *Chambers USA* in its 2016 rankings. The law firm received high honors and was recognized in the areas of general commercial litigation and commercial real estate.

JBA Consulting Engineers celebrated its 50th anniversary. The consulting firm has viewed every change and major shift in the design and construction industry as an opportunity to evolve, reinvent itself and remain an active and innovative partner for its clients.

The newly-released 2016 edition of *Chambers USA: America's Leading Lawyers for Business* recognized law firm **Lewis Roca Rothgerber Christie LLP** and several of its Nevada attorneys: Michael G. Alonso, Anthony N. Cabot, Howard E. Cole, Von S. Heinz, Sean M. McGuinness, and Dan R. Waite.

Dignity Health-St. Rose Dominican's San Martín campus has received the Get With The Guidelines®-Heart Failure Bronze Quality Achievement Award for implementing specific quality improvement measures outlined by the American Heart Association and American College of Cardiology Foundation.

The Association of Certified Fraud Examiners awarded Adam Bowler of **Piercy Bowler Taylor & Kern** with the globally preferred Certified Fraud Examiner credential.

Winners have been announced for the sixth annual Family Owned Business Awards, presented by **Nevada Business Magazine** and sponsored by **Nevada State Bank**.

Wheeling and Dealing

WGU Nevada is offering a new scholarship program for new students enrolling in any of its undergraduate degree programs in its College of Business. To apply, visit nevada.wgu.edu.

Fisher Phillips, the management-side labor and employment law firm, has launched a wholly-owned new subsidiary called Foundations Human Resources Consulting.

Canyon Creative unveiled its new website AmericanLocker.com. American Locker has set the industry standard for locker and storage solutions for more than 85 years.

Commercial Executives Real Estate Services represented Teddy Enterprises and Associates in the leasing of 2,400-square-feet of retail space located at 3441 W. Sahara Ave., Suites D2 & D3.

Community Service

Caesars Entertainment hosted special activities at each of its nine properties in Las Vegas in honor of Cleveland Clinic Healthy Brains Day to ensure employees, guests, and visitors do what they can to lower their risk for brain disease.

Brownstein Hyatt Farber Schreck hosted a school carnival for its adopted school, Halle Hewetson Elementary, which was part of the Safe Summer Nights program for students and families of Hewetson.

Johnson Advisors partnered with Walter V. Long Elementary School to participate for the CPA firm's annual Fourth of July Card Program and presented the school with a \$5,000 contribution.

Olive Crest welcomed local former foster teens into their new homes during a moving ceremony at its new Project Independence facility. The facility is made possible by **Bank of America's** generous \$200,000 Neighborhood Builders award.

City National Bank announced that it has provided Three Square Food Bank with a \$5,000 donation as part of this year's Bag Childhood Hunger Program. This donation is being matched by the Bennett Family Foundation and will provide 40,000 meals to families and children in Southern Nevada who are food insecure.

Ribbon Cuttings

CELEBRATING BUSINESS GROWTH

To arrange your ribbon cutting, contact Georgia Allen at 702.586.3838 or email gallen@lvchamber.com



PAWS ON THE PATIO

Paws on the Patio celebrated its one-year anniversary with friends, family, fur babies, elected officials, and vendors. Paws on the Patio is an event where people and their pets can eat, drink, and socialize with one another. A new animal foundation is featured each month and donations are encouraged. Call 702.323.9112, email contactgiamassa@gmail.com, or connect on Facebook.



PC AMERICA FIRST CREDIT UNION

America First Credit Union, a leading member-owned, not-for-profit cooperative financial institution, welcomed members of the Summerlin area as it opened the doors to its newest branch location at 10965 Lavender Hills Dr., Ste. 190, at Downtown Summerlin. This branch marks 14 locations servicing Southern Nevada. For more information, visit americafirst.com, America First Credit Union on Facebook, Twitter, @AmericaFirst on Instagram and Pinterest.



AID FOR AIDS OF NEVADA, INC.

AFAN, Aid For AIDS of Nevada, Inc. held an official ribbon cutting ceremony at its offices, located at 1120 Almond Tree Lane, in honor of the new free HIV testing services available. For more information, call 702.382.2326 or visit afanlv.org.



THE WENTWORTH OF LAS VEGAS ASSISTED LIVING AND MEMORY CARE

The Wentworth of Las Vegas Assisted Living and Memory Care, located at 2630 Lake Sahara Dr., celebrated the opening of its new 40-bed memory care community designed specifically for individuals with early stage dementia-Alzheimer's disease who are still very active, highly functional, but require a more supportive and secure environment. Call 702.233.9800 or visit wentworthlasvegas.com.



ADARA POWER & BOMBARD RENEWABLE ENERGY

Adara Power (formerly JuiceBox Energy), a privately-held Silicon Valley company, and Bombard Renewable Energy welcomed state and local officials to learn how energy storage benefits Nevada's solar industry. New residential energy storage technology enables Nevada's solar customers to increase the use of self-supplied renewable energy. This type of Solar PV System installation will also provide backup power in the event of a loss of power from the utility grid. For more information, visit adarapower.com and bombardre.com.



GREENFEST 2016 VIP KICKOFF

Greenfest 2016 welcomed Earth Day with several community partners to its VIP kickoff reception, located at Downtown Summerlin. It celebrated its 46th annual Earth Day and its seventh annual Greenfest in Las Vegas with a ribbon cutting ceremony. For more information visit greenfestlv.com.

PC - President's Club **\$** - Chamber Member Discount



THE REAL ESTATE EXPO LAS VEGAS

The Real Estate Expo Las Vegas marked the first time local home builders and real estate professionals joined forces to showcase all things real estate under one roof in a one-of-a-kind, two-day event. The Expo was designed to benefit industry professionals, would-be investors, boomerang buyers, or those who are simply interested in real estate. The event was free and open to the public and featured about 60 exhibitors, an industry mixer and 'Las Vegas Housing Outlook' by Dennis Smith of Home Builders Research, Inc.



GOODWILL OF SOUTHERN NEVADA

Goodwill of Southern Nevada's first Goodwill Select Store with a drive thru donation center opened in the southwest, with a not-so-typical ribbon cutting, featuring a car driving through a banner to showcase the ease of drive thru donating. The new Goodwill Select model of a smaller footprint store with a full sized drive thru donation center is located just north of Warm Springs at 7036 S. Durango Dr., Ste. 100, behind Cafe Rio.



DONUT BAR LAS VEGAS

Donut Bar Las Vegas, located at 124 S. 6th St., Ste. 140, held its grand opening with Councilman Bob Coffin in April. Donut Bar has three locations, and this is its first in Las Vegas. Donut Bar is listed as the Number 1 Donut Shop on lists from *USA Today*, *Thrillist.com*, *MSN* and many other nationally acclaimed news organizations and blogs. International acclaim came to Donut Bar for their "heart stopping" Big Poppa Tart Donut weighing in at one pound! Call 702.550.4646 or visit donutbar.com for more information.



FARMER BOYS

Farmer Boys celebrated its ribbon cutting ceremony at 7010 S. Rainbow Blvd. Farmer Boys, headquartered in Riverside, CA, is a fast casual restaurant chain founded in 1981 that prepares award-winning burgers, specialty sandwiches, crisp salads, signature sides, and more. For more information, visit farmerboys.com.



GREENFEST 2016 EXPO

Greenfest 2016 Expo commemorated its 46th annual Earth Day and its seventh annual Greenfest with a fun-packed day in the heart of Summerlin. The Green Alliance proudly produced this event along with its community partners and co-founder Republic Services, with host The Howard Hughes Corporation, developer of Summerlin and Downtown Summerlin. Visit greenfestlv.com to get involved.



ELWOOD STAFFING

Elwood Staffing, located at 500 E. Windmill Lane, Ste. 160, announced its grand opening as a leading provider of talent-based solutions and actionable workforce intelligence. With offices that span the United States, a broad service portfolio, and a seasoned staff, it supports companies through the entire employment life cycle, from attraction to retention. Call 702.366.0134 or visit elwoodstaffing.com.

Engage with the Summer of Small Business! Here's How:

L

ast year, the Metro Chamber introduced the Summer of Small Business, which highlighted more than 150 small business members in the Las Vegas community through social media, events, and spotlighting resources available to small

businesses throughout the Valley. This year, the Summer of Small Business is back with additional social media exposure and new highlights of programs and resources to benefit the small business community in Southern Nevada, including new programs and information offered by the U.S. Small Business Administration and SCORE, to cost-effective ways to boost your brand.

The Metro Chamber is also reintroducing its policy committees, which is a great way for small businesses and their employees to engage on issues important to their business and the future of our workforce, including K-12 education, transportation and infrastructure, health care, and economic development. For a look at the policy committee schedule, as well as how to engage, see page 20 or visit LVChamber.com.

Now through July 29, you can also nominate your business (or another business) for a Business Excellence Award for the opportunity to be featured in the October issue of the *Business Voice*, recognition and awards presentation at the annual Business Excellence Awards Luncheon in October, and more. The awards program, exclusively sponsored by Nevada State Bank, is an excellent opportunity to showcase what differentiates your small business in the marketplace and how it serves

the Las Vegas community. Nominations are reviewed by a member committee, and 25 businesses are recognized with a Business Excellence Award – or BizE. Be sure to submit your nomination online at LVChamber.com by the end of the business day, July 29.

If you are a small business owner and have a new promotion, product, or service you've recently debuted, let the Metro Chamber know by using the hashtag #SmallBizSummer. Be sure to tag the Metro Chamber on Facebook (facebook.com/LVChamber), Twitter (@LVChamber), and Instagram (@LasVegasMetroChamber), as well. We want to know how you are spending the Summer of Small Business, especially in regards to new customer promotions and specials, philanthropic giving, staff development, and more.

In addition, if your company is celebrating a special milestone anniversary or opening up a new location, consider holding a ribbon cutting ceremony to commemorate the occasion. The Metro Chamber will bring large scissors, ribbon color of your choice, and help you create a celebratory event for your business and the community. For more information on ribbon cuttings, contact Georgia Allen at 702.586.3838.

There are several ways for your business to engage with the Summer of Small Business, and we look forward to celebrating the dynamic small businesses in Southern Nevada. For more information on the Summer of Small Business, contact Danica Torchin at 702.586.3834.

healthcareheroes2016

SAVE THE DATE!

August 31st
Southern Nevada

September 1st
Northern Nevada

In September, the 11th annual Healthcare Heroes event will honor 20 individuals that have contributed to the welfare of healthcare in our state. In conjunction with the report, *Nevada Business Magazine*, along with corporate sponsor Anthem Blue Cross Blue Shield, will publish a special report in the September issue featuring the 2016 Heroes who were chosen by a blue-ribbon panel of experts in the healthcare field.

Join us for the 2016 event and mark your calendar today!

For more information about Healthcare Heroes
or to be a part of this special report,
go to nevadabusiness.com/events or call 702.267.6340.

P R E S E N T E D B Y

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OF NEVADA

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Policy Committees Are Back!

T

he Metro Chamber is proud to reintroduce policy committees to members and their employees. The policy committees

give members an opportunity to participate in a dialogue with some of our community's most influential stakeholders about its most pressing issues. Participants will hear from industry and community leaders, subject matter and policy experts, and others on the issues about which they are passionate.

Policy committees are chaired by volunteer leaders, and recommendations and outcomes from these meetings are taken back for policy consideration. With the 2017 legislative session nearing and policy discussions about important legislation for the future of our region already beginning to shape, this is a pivotal time for your voice to be heard.

"The Metro Chamber's policy committees are an opportunity to involve members and their employees in meaningful policy discussions," says Paul Moradkhan, vice president of government affairs for the Metro Chamber. "These forums are a place for members to learn about the issues shaping our community, share their perspectives, ask questions, and build relationships with others in the business community who are driven to making Southern Nevada better place to live, work, and visit."

The policy committees are:

K-12 Education

First Meeting: July 6, 2016
Chaired by Todd Mason, Director of Government Affairs, Wynn Resort

Healthcare

First Meeting: July 8, 2016
Chaired by Vicky VanMeetren, Special Advisor to the Founding Dean of Community Engagement, Roseman University of Health Sciences

Higher Education

First Meeting: July 14, 2016
Co-Chaired by Schyler Richardson, Associate Vice President for Advancement, Touro University Nevada, and Jim Spinello, Director, Local Government Affairs, R&R Partners

Insurance

First Meeting: July 19, 2016
Co-Chaired by Thomas Burns, President and Bond Manager, Cragin & Pike Insurance, Frank Nolimail, Employee Benefits Advisor, Assurance, Ltd., and William Wright, President, Chamber Insurance & Benefits

Local Government

First Meeting: July 21, 2016
Chaired by Bob Coyle, CEO, Shamrock Environmental Consulting LLC

Transportation

First Meeting: August 8, 2016
Co-Chaired by Larry Carroll, Managing Principal, Poggemeyer Design Group, Inc., and Keith Hansen, Director, Airports, Facilities, Government Affairs, Allegiant Travel Company.



Policy committee meetings are open exclusively to Metro Chamber members and their employees. Registration for the opening meetings is available at LVChamber.com. For more information on policy committees and how to get involved, contact Joi Holliday at 702.586.3812 or jholliday@lvchamber.com.

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Vegas Young Professionals

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Upcoming
Events

THURSDAY, JULY 14
VYP FUSION MIXER
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DISTRICT
6:00-8:00 p.m.
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Fusion Mixer Sponsor:
Smart Software Solutions
Media Sponsor: Vegas
Seven Magazine
Beverages provided
by: Borracha Mexican
Cantina, Bottiglia Cocina,
and Mestizo Mezcal

TUESDAY, JULY 26
VYP BIGWIG LUNCH
TIME FEATURING
JESSICA SAYLES
Noon - 1:00 p.m.
Las Vegas Metro
Chamber of Commerce
575 Symphony Park Ave.,
Ste. 100

Register at VegasYP.com.



Company Culture - Buzzword or Success Strategy

By: Matthew Lindsey - Entrepreneur & Vegas Young Professionals Marketing Chair

Company culture: to many, the term is shrouded in mystery, grouped in with inflated buzzwords thrown around to seem hip or trendy. The problem with that type of "culture" is that it lacks any true direction and influence. It's only when you put action to these ideals that you can bring purpose to the table.

When we think of great company culture, we naturally think of companies like Zappos, Google, and Apple. Netflix is home to multiple documentaries on these companies and attribute their positive ecosystem to free food, laundry facilities, and childcare, among many other features. But there has to be something more to building a culture than just the freebies.

Luckily, a few years ago I was introduced to someone whom I hoped could help me develop our core corporate values at a startup I just launched. I reached out to the Robert Richman, corporate culture architect and renowned author of *The Culture Blueprint*, to get some insight on what

makes company culture an effective and powerful motivator. To call him an expert in the field would be an understatement as he has inspired the corporate environment at Google, Toyota, Zappos, and IBM (not to mention my meager startup). I was honored he was available to chat with me to answer a few questions.

ML: The culture concept can be arbitrary and overwhelming theory for some. How would you define culture?

RR: Culture at its core is really just an experience that you're having in that moment. Culture is the connector. It's the relationships and the communication that runs between them.

ML: What are some common misconceptions that surround company culture (expectation of free food, free childcare, etc.)?

RR: Culture is not benefits. It's the beliefs, expectations, and values of a tribe. Culture is taking the time to

ask certain questions like, “What makes for a good boss?”, “How will I know that you are doing well?”, “How do I know that it’s ok to give me feedback, or to disagree with me?” (Culture) is always co-created.

ML: How do you gauge the effectiveness of the ‘company culture’ your company has in place?

RR: You know by engagement. If people are engaged (even if they’re not happy), then you have a strong culture.

If you want to learn the truth about your culture, don’t start with an online survey. Start with this simple hack in a face-to-face conversation. Say, “Please tell me the thing you don’t want to hear.” You’re making it safe for someone to give you the truth you might not otherwise learn.

ML: Why is having a culture important to the success of business?

RR: Business comes down to relationships and the sum of relationships is the culture. If you can shift the relationships (whether with employees or customers), you can shift the business.

ML: What inspired you to write *The Culture Blueprint*?

RR: I notice patterns. I would meet with everyone from entrepreneurs to multi-national companies and their problems are very similar. I wanted to develop both a core methodology as well as fast-acting hacks to shift culture.

I’ll be the first to admit, for a long time I thought culture was a centered around napping stations and free pizza Fridays. As I matured professionally, I realized that company culture is far more involved than an intellectually written values statement on your website and “freemiums.” It can be likened to a marriage going 50 years strong. It’s about investing in those that are investing in your company. You reap what you sow. Investing in your employees will yield you impressive retention rates, high morale, a sterling reputation, a healthy bottom line (due to increased workplace productivity), a competitive edge, and enable you to recruit the top talent in your industry. It’s no wonder that many corporations with strong ethos find themselves listed among the “best companies to work for” list year after year.

It’s important to remember that creating a winning culture is centered on human behavior. Be prepared to adapt and implement changes over time, learn and understand patterns within your company, and use these behaviors to your benefit. Robert Richman sums it up quite nicely, “It’s not the market, it’s not the economy. It’s not even your product and services... It’s culture that drives success.”

FRIDAY, AUGUST 19 | 8 - 10 P.M.

WHITE HOT

Come dressed to impress in your coolest summer whites to the Lavo Casino Club inside the Palazzo for VYP’s signature annual networking party, White Hot 11.

– PRIZES –

One bottle and table at LAVO
\$50 Downtown Summerlin Gift Card
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– REGISTER ONLINE AT VEGASYP.COM –

\$10 - Members | \$15 - Non-members
(Day of the Event: \$15 - Members | \$20 - Non-members)



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The Final Word

JUNE ACCOMPLISHMENTS

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une was all about mixing, mingling and making new connections – not only in Las Vegas, but in Washington D.C. From our delegation of business and community leaders discussing federal priorities in our nation's capital to creating new partnerships with nearly 1,800 businesses at Business Expo, here are a few things that the Metro Chamber did for you

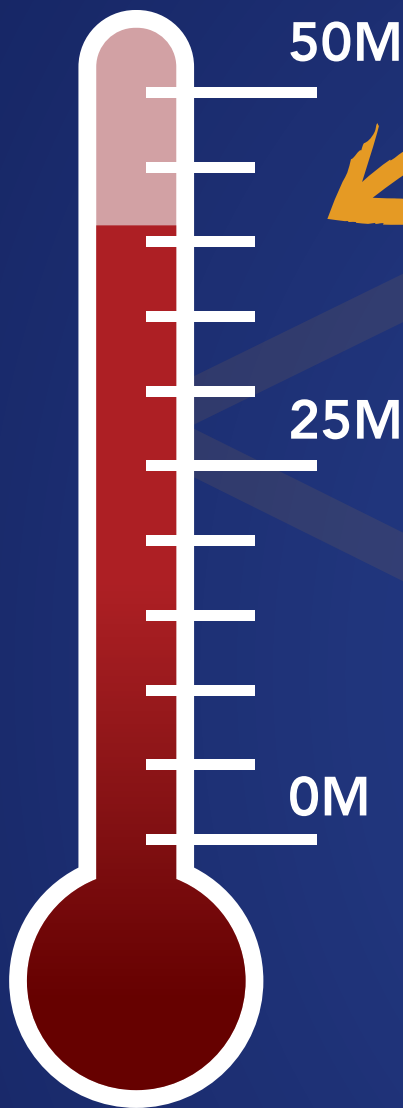
in June:

- Welcomed the business community into Cashman Center for Business Expo, where about 1,800 attendees connected with more than 150 businesses in a dynamic, high-energy business-to-business atmosphere.
- Led a delegation of business and community leaders to Washington D.C. for the Metro Chamber's annual D.C. trip, where we met with policy makers on issues important to Southern Nevada, including the funding for I-11, continued opposition to the transportation and storage of nuclear waste at Yucca Mountain, and revising the Homeland Security Funding Formula.
- Hosted the second annual Vegas Night on Capitol Hill, where we built relationships with key decision makers in Washington and showcased our exciting and iconic city.
- Partnered with Nevada State Bank to hold Chamber University Live education sessions at Business Expo, where industry experts gave businesses tools, best practices, and information to grow their business.
- Made new connections and two-stepped with young professionals during the Vegas Young Professional Fusion Mixer at Stoney's Rockin' Country.
- Mixed and mingled with current and new members, showcasing local business during Morning Mingle at Golden Nugget.
- Kicked off the Summer of Small Business campaign to spotlight the dynamic small business community in the Las Vegas Valley.
- Held a special edition of the Paul Call, live from Washington D.C., where Metro Chamber Vice President of Government Affairs, Paul Moradkhan, discussed the federal issues covered during the trip to our nation's capital.
- Celebrated the graduation of the Leadership Advance & Leadership Las Vegas Classes of 2016, where we heard the classes' journeys to enhance their leadership skills, build community knowledge, and engage in a dialogue to address Southern Nevada's biggest challenges.
- Held a small business round table with Congressman Crescent Hardy and Congressman Steve Chabot.
- Discussed how a chamber of commerce can work for you and the importance of your Chamber being a champion for your business in the June *Business Voice*.
- Engaged Chamber members in the primary election voting process and promoted the Chamber's endorsed, pro-economy candidates.



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BUSINESS POWER BREAKFAST

Hear from Global Cyber Security
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FRIDAY, JULY 29

Four Seasons Hotel Las Vegas
3960 Las Vegas Blvd South

7:30 - 8:00 a.m.: Registration & networking

8:00 - 9:00 a.m.: Breakfast program

\$50 - Members

\$65 - Non-members

\$500 - Table of ten

LVChamber.com or 702.641.5822

Sponsored by:



JULY 2016

EGGS & ISSUES



**U.S. Congressman
Mark Amodei**

JULY 26, 2016

8:00 - 9:30 A.M.

\$40: MEMBERS

\$55: NON-MEMBERS

\$400: TABLE OF TEN

VDARA HOTEL & SPA

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